

## **Birth-through-Kindergarten (B-K) Licensure More at Four Teachers in Nonpublic Schools**

### ***Introduction and Purpose***

More at Four (MAF) teachers are required to have Birth through Kindergarten (B-K) licensure. Teachers working in public schools have options available through the public schools to complete the licensure process, which have not been widely available for teachers working in nonpublic schools. In 2006, the Office of School Readiness (OSR) established the Teacher Licensure Unit (TLU) to help facilitate the B-K licensure process for eligible MAF teachers in nonpublic schools.

In January 2007, the State Board of Education authorized the OSR/TLU to provide teacher licensure services for More at Four teachers who have a BA/BS degree in early childhood (EC), child development (CD), or a related field (human development/family studies and/or psychology), have at least an overall 2.5 GPA, and who work in nonpublic schools. This authorization permits the OSR/TLU to manage and facilitate the:

- **Lateral Entry Teacher Program (LETP)** requesting Lateral Entry or Provisional B-K licensure for eligible teachers;
- **Beginning Teacher Support Program (BTSP)**, while teachers complete the initial (Standard Professional 1) licensing process and attain a continuing (Standard Professional 2) license; and
- **License Renewal** process for teachers with a continuing (Standard Professional 2) B-K or Preschool Add-on license. Services include requests for reinstatement of expired teacher licenses.

### ***The Pilot Program***

Since January, the TLU has worked with stakeholders (NC Department of Public Instruction/Licensure Section, the Birth-through-Kindergarten Higher Education Consortium, selected local contract administrators and program contacts, More at Four site administrators, and eligible teachers) to plan and implement the **Pilot Program**, February – May 2007.

**Twenty-seven** (27) eligible MAF teachers and their site directors from eleven counties are participating in the Pilot. Teachers selected for the Pilot have either a B-K Standards Professional 1 (B-K SP1) license, or hold lateral entry provisional B-K licensure (and have successfully completed their Plan of Study for the B-K license except for the supervised classroom teaching experience). These MAF teachers are participating in the LETP and the BTSP concurrently. MAF teachers granted lateral entry may remain in their MAF classrooms to complete the licensure process (supervised classroom teaching experience).

Pilot Program results since February 2007:

- **Ten teachers** have received a lateral entry provisional B-K license issued by the NC DPI Licensure Section and have an assigned mentor and evaluator to complete the LETP and BTSP process.

- **Seventeen** teachers with a B-K SP 1 licensure are participating in the BTSP, which supports their efforts to attain the continuing or B-K SP 2 license.
- **TLU:**
  - **Conducted Orientation/Training Meetings for Pilot participants (teachers, directors, contract administrators)**—Wake County, March 7; Mecklenburg County, March 16 and April 16. Teachers, directors, and mentor teachers participated in an additional meeting April 11 to learn about the Pre-K & K Teacher Performance Instrument (PKKTPAI), which is being used for teacher observations and formal evaluations.
  - **Trained 16 mentor teachers** (24-hour course), February and March. Mentor Teacher trainers with the NC DPI Teacher-on-Loan Program, conducted the training during February and March for eligible teachers (B-K, SP2 licensure). Mentors have been paired with a MAF teacher, a requirement for the Beginning Teacher Support Program (BTSP) for all initially licensed teachers (lateral entry and provisional B-K).
  - **Trained nine evaluators**, March 14-15, on the use and implementation of the Pre-K-K Teacher Performance Appraisal Instrument (Pre-K-K TPAI) in March.
  - **Mentoring and evaluation services** officially began May 2007 (to support MAF initially licensed teachers as they work to complete the licensure requirements).
  - **Identified 65 new MAF teachers** eligible for a lateral entry provisional license or have attained the B-K SP 1 level and will be served during 2007-2008.

### ***Who is eligible for services?***

#### **Service Priority**

**MAF Teachers working in nonpublic schools (private child care centers or Head Start programs) will be considered for the TLU Lateral Entry Teacher (LETP) and/or the Beginning Teacher Support Program (BTSP) in the following priority.**

1. Teachers with **B-K Standard Professional I** (current or expired) licenses will be considered first.
2. Teachers who meet lateral entry licensure requirements (see a and b below), **and** have successfully completed at least half or more of the required B-K coursework toward the B-K license (as verified by a Plan of Study) will be served next.  
**Teachers must meet (a) or (b) below:**
  - (a) BA/BS degree in early childhood, child development, **or** a related field (human development and family studies, or psychology) with at least a 2.5 GPA, **or,**
  - (b) BA/BS degree in an unrelated field (e.g., biology) **and** at least 24 semester hours in early childhood education, child development, human development and family studies, or psychology with at least a 2.5 GPA, **and**
3. As resources allow, teachers meeting lateral entry with less than half of their B-K coursework completed will be considered next.

For **category 2** (above), teachers should provide a copy of their **Plan of Study or Licensure Only Plan** issued by a Regionally Accredited College or University (institutions of higher education) with an accredited B-K program or a NC Regional Alternative License Center (RALC). **Please refer to the Glossary for an explanation of licensure terms.**

***What programs are available to MAF teachers in nonpublic schools? How will teachers participate?***

The **Lateral Entry Teacher Program (LETP)**, the **Beginning Teacher Support Program (BTSP)**, and the **License Renewal Process** are available to MAF teachers who work in nonpublic schools and who meet eligibility requirements. The **BTSP** requires a mentor to be assigned to each initially licensed teacher each year of the BTSP (up to three years). Participation in the program will be contingent on the availability of qualified mentor teachers (B-K SP 2 licensure) who have completed the 24-hour mentor training course. MAF Teachers will also be evaluated four times each year by trained evaluators using the Pre-Kindergarten and Kindergarten Teacher Performance Appraisal Instrument (PKKTPAI).

**Teacher Participation.** Initially licensed teachers are required to participate in the **Beginning Teacher Support Program (BTSP)**. Initial licenses include Lateral Entry Provisional B-K and Standard Professional 1 (SP 1) licenses. During the BTSP, teachers receive support from a qualified, experienced B-K (Standard Professional 2) (SP 2) licensed mentor teacher who has at least three or more years of teaching experience. Mentors will work with teachers through the initial licensure process, which may require up to three years (or longer). During the process, teachers must receive four satisfactory teacher performance observations and evaluations each year conducted by formally trained personnel using the Pre-K-K Teacher Performance Appraisal Instrument (PKKTPAI) to be recommended for an initial or SP1 or SP2 license.

**Site Directors/Administrators.** Site Directors/Administrators participate in orientation meetings that included teacher licensure program goals, objectives and activities, teacher and director responsibilities, Birth-through-Kindergarten teacher education standards, North Carolina State Board of Education priorities, teacher performance evaluation procedures, instructional practices, classroom and behavior management, and early learning standards.

**Mentors.** After completing a 24-hour DPI Mentor Teacher Training Course, mentors provide ongoing teacher support through site-based and other strategies. Mentors guide teachers in the development of a written **Individual Growth Plan (IGP)** in collaboration with the site director/administrator. Applications are being accepted for B-K SP 2 licensed teachers who are interested in becoming a mentor teacher. Training is provided by the TLU. Trained mentors are provided a stipend for their services. Current TLU mentors are contracted personnel—licensed teachers, public school preschool administrators, Smart Start Partnership staff, and other qualified individuals.

**Evaluators.** After completing a two-day Pre-K & K TPAI training (with pre-k classroom observations), personnel with experience as a public school licensed teachers, principals, administrators, preschool coordinators, and higher education faculty conduct observations and evaluations of MAF teachers participating in the LETP and the BTSP.

**Teacher Licensing Unit (TLU) Personnel.** The TLU collaborates and coordinates with the North Carolina Department of Public Instruction Licensure Section, North Carolina Institutions of Higher Education (2- and 4-year colleges and universities), and North Carolina Regional Alternative Licensing Centers to request licensure for teachers meeting

teacher licensure requirements and to manage all processes related to teacher licensure in accordance with the NC State Board of Education Policy for teacher licensure.

The OSR partners with the T.E.A.C.H. Early Childhood® Program to provide educational scholarships to eligible MAF teachers working on B-K or Preschool-Add on licensure. Please see <http://www.childcareservices.org/> for more information or to apply for a T.E.A.C.H. scholarship, health insurance reimbursement, or WAGE\$.

### ***Who to contact with questions***

For more information about the Lateral Entry Teacher Program (LETP), Beginning Teacher Support Program (BTSP), or Renewal Program contact Cindy Wheeler at 919/981.5382 or [cindy.wheeler@ncmail.net](mailto:cindy.wheeler@ncmail.net) or Cassandra Silver at 919/981-7308 or [Cassandra.silver@ncmail.net](mailto:Cassandra.silver@ncmail.net).

For information about how the T.E.A.C.H. Early Childhood® Program and the T.E.A.C.H. Health Insurance Reimbursement Program support More at Four teachers call 919.967.3272 or link to [www.childcareservices.org](http://www.childcareservices.org).